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ABSTRACT

Concern about the professional socialization of women in academic positions has increased markedly in recent years. This study examined women's participation in behavioral journals and journals published by the American Psychological Association (APA) in terms of journal authorship and the composition of journal editorial boards. Behavioral journals coded for study were "The Behavior Analyst," "Journal for the Experimental Analysis of Behavior," "Journal of Applied Behavior Analysis," and "Behaviorism." APA journals coded were "American Psychologist," "Journal of Experimental Psychology," "Journal of Abnormal Psychology," and "Psychological Review." The results for behavioral journals suggest that women are contributing more often to applied behavior analysis than to basic research or formal conceptual analysis. The overall findings revealed that women's participation in behavioral and APA journals, as authors, editors, and editorial board members, has been considerably below that of men. These differences, however, appear to be lessening. Comparison of behavioral and APA journals revealed no great or systematic differential in authorship or editorial board membership. Future research should examine women's participation in journals in relation to the base-rate of women academic professionals overall. (NB)

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Women's Participation in Behavioral and APA Journals

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Women's Participation in Behavioral and APA Journals

Concern about the professional socialization of women in academic positions has increased markedly in the past dozen years, primarily because of the ever-obvious differential with which women and men attain academic success. I wince a bit when I say "academic success" because I do not mean to imply that a vita's thickness is next to godliness; there is more important in life than that, and to a professional career. Nonetheless, maintaining a viable academic career does require some of the formal characteristics of success -- desire for fame and fortune aside. In taking a lead from a song Jim Kweskin's jug band used to play, one of my colleagues once quipped at tenure time, "Nobody knows the blues my half-page vita gives to me."

As Powell and Cesari (1987) have pointed out, one of the reasons for women's differential academic attainment may lie in how they align (or are assigned) their priorities, especially during the important years prior to tenure evaluation. Women apparently engage in activities incompatible with those that lead to academic success; that is, their behavior may be, in part, on a schedule of differential reinforcement -- positive and negative -- for other behavior. Powell and Cesari (1987) described some of those other behaviors -- greater teaching loads and more committee work. But what about the behaviors that teaching and committee work are incompatible with? One of the most obvious is publication and participation in the editorial review of manuscripts.

What my co-authors -- Lynda Powell, Lisa Johnson, Susan Schneider, Dale Walker -- and I would like to offer today are some data and some reflections on women's participation in behavioral journals and journals published by the American Psychological Association (APA) in terms of journal authorship and the composition of journal editorial boards. One

might argue, of course, that such quantitative indices do not properly evaluate the quality and impact of women's academic work -- "One can be widely published and equally widely ignored" (Helmreich, Spence, Beane, Lucker, & Matthews, 1980, p. 896). While there is, of course, some truth to this, publication rate nonetheless correlates well with many measures of academic recognition and advancement (cf. Guyer & Fidell, 1973).

My colleages and I are not the first to examine journal authorship and editorial board composition (see Iwata & Lent, 1984; Poling, Grossett, Fulton, Roy, Beecher, & Wittkopp, 1983; Over, 1981, 1982). From our perspective, however, one of the more general omissions in this literature is a failure to take a historical perspective, for our histories determine who we are -- whether the "we" be individuals, organizations, or fields of intellectual and practical endeavor. Moreover, in examining women's journal participation over time, we can assess progress to date (or lack thereof) and provide baselines against which to judge current evaluations and future change.

Finally, in comparing behavioral journals with those of APA, we can assess the sometimes expressed notion that behavior analysts are more humane and equitable towards others and ourselves than are social and behavior scientists of other persuasions. I feel this difference, and some of you probably do, too. But is there any empirical truth to it. Our data provide a preliminary look at that.

Method

The four primary behavior-analytic journals that cover professional issues, basic and applied research, and conceptual analysis were coded for study. These were, respectively, The Behavior Analyst (TBA, est. 1978), the Journal for the Experimental Analysis of Behavior (JEAB, est. 1958),

the Journal of Applied Behavior Analysis (JABA, est. 1968), and Behaviorism (est. 1972). These journals were matched against what we took to be comparable journals published by APA, which were respectively the American Psychologist (est. 1946), the Journal of Experimental Psychology (est. 1916; after 1975, the Journal of Experimental Psychology: Animal Behavior Processes), the Journal of Abnormal Psychology (est. 1906), and the Psychological Review (est. 1894).

For the behavior-analytic journals, each year of publication has been coded up through 1984. As for the APA journals, each year's first year of publication was coded, along with every year that was a multiple of five thereafter (e.g., 1894, 1895, 1900, 1905...) until the first year of its matched behavior-analytic publication, after which every year was coded, again until 1984. For instance, the Psychological Review began publishing in 1894, so we coded 1894, 1895, 1900, 1905 et cetera up until 1972, the first year of publication for Behaviorism, after which we coded every year.

For each issue of each journal, we coded (a) the year, volume number, number of articles, and article page length; (b) the gender and number of editors, co-editors, associate editors, and editorial board members; (c) the gender and number of authors, and author order; and (d) article type, for instance, empirical, conceptual, professional, book reviews, and the like. Not all these data have been analyzed as yet, and we would not have time to present them even if so; moreover, we have presented some of these data in other contexts. Hence, I will be somewhat selective in what follows.

Results

Behavioral Journals

Authorship. Let us first look at some pertinent data on the four behavioral journals alone, collapsed across time. In the first overhead

(Fig. 1), we see the overall percentages of female and male authors for each of the journals. The rank order percentage of female authors publishing in each journal is JABA, TBA, JEAB, and Behaviorism, with a range from just over 20% to under 10%. It would seem that women are contributing more often to applied behavior analysis than to basic research or formal conceptual analysis.

Insert Fig. 1 about here

The next four overheads break these data out by year for the percent of women first authors and the percent of all women authors (first and co-author) for each journal (see Figs 2-5).

Insert Figs. 2-5 about here

One additional interesting finding is that although fewer articles are published by women than men in the behavioral journals, when women do publish, their articles are in three of the four cases longer than those for men. The average page lengths for women as compared to men first authors for the journals are as follows: for JABA, 9.7 versus 8.2 pages; for JEAB, 10.0 versus 8.9; for TBA, 8.6 versus 7.5; but for Behaviorism, 12.1 versus 15.1.

Editorship. The final overhead of this set, shows the overall percentages of female and male editorial board members of the behavioral journals collapsed across time (see Fig. 6). The rank order this time is TBA, JABA, Behaviorism, and JEAB, with percentages of female board members running from about 30% to 5%. In comparing authors against editorial board members, we see that JABA has had a greater percentage of female authors than editorial board members, while the reverse is true for TBA. Finally,

JABA, Behaviorism, and JEAB have never had a female editor; TBA, however, will soon have its third female editor.

Insert Fig. 6 about here

The Behavioral and the APA Journals

Now let me turn to the APA journals and, with them, a comparison of the behavioral journals. For each journal, I present data on the percent of women first authors and women editorial board members from the journals' inception up to 1984 (see Figs. 7-10).

Insert Figs. 7-10 about here

Two final comments here: (a) Female-male article page-length differences in APA journals were unsystematic or negligible and (b) no women have ever been first-listed editors in these journals.

Discussion

The overall findings are clear and not suprising: Women's participation in behavioral and APA journals -- as authors, editors, and editorial board members -- has been considerably below that of men, though these differences are lessening to some extent of late. The comparison of the behavior-analytic and APA journals, however, shows no great or systematic differential in authorship or editorial board membership, though in JABA there does seem to be slightly better representation. Nonetheless, our say-do correspondence is perhaps not what it should be in these regards.

Although these data clearly show that women participate in the journals substantially less than men, the data should not be taken out of context. One context is the base-rate of women academic professionals overall. If the base-rate percentage of women who engage in the

experimental analysis of behavior is 10%, then (everything else being equal) we should expect them to represent about 10% of the authors and editorial board members. This is an analysis that awaits to be conducted. Even if base-rate and participation match, however, this does not mean that more women should not be encouraged to enter the experimental analysis of behavior, or that they are not being differentially dissuaded from doing so, both of which represent a potentially great loss to our basic science.

A second context in which our data need to be viewed is the base-rate at which women and men submit manuscripts to journals. Here, if the percentage of women who submit manuscripts to JABA is 35%, then (everything else being equal) we should expect them to represent about 35% of the authors and editorial board members. Indeed, Iwata and Lent (1984) have presented data for JABA showing that the manuscript acceptance ratios are the same for women as for men, but that men submit more manuscripts. Additional analyses seem worth conducting for the other journals.

A third context in which our data need to be viewed is in the rate at which individual women publish with respect to men. Powell and Cesari's (1987) study suggests clearly that a real difference exists here, and hence this is an obvious point for intervention.

I would like to raise three final points -- the first perhaps tangential, but possibly useful for this audience, but the others more pertinent. The first point has to do with where one publishes -- in APA or in behavioral journals? Not only do annual merit pay, tenure, and promotion depend on how much you publish, but also where you publish. The general academic community does not know much about behavior analysis yet, and hence is unlikely to be familiar with the behavioral journals and how those journals rank with respect to one another. Not only are the

behavioral journals not widely known, but also (with an exception or two) they do not as a group rank high in journal presitge in comparison to APA journals. This can be a problem within a psychology department if you are the only behavior analyst and it can be a problem within a university if you are in a nontraditional academic department because, in both cases, it is often against psychology publications that you will be judged at the College and University levels. Perhaps you can make a case that you are a behavior analyst and not a psychologist, so that journal rankings do not have to be compared across fields, but don't bet on it. In any event, one might want to begin procative educational efforts towards one's nonbehavioral colleagues about behavioral journals early in one's career.

My second point is of special importance to applied behavior analysts -- multiple authorship. Applied research often requires greater participation, collaboration, and involvement with others than does the conduct of basic reseach or conceptual analyses. Because of this, applied behavioral articles are more likely to be multiply authored and, when so, with more authors than in the other areas. That is my impression at Kansas at least -- these are data we have yet to pull from our data set. In any event, academic worth, whether seen at the department, college, or university levels, is often judged in reverse of the number of authors on a publication -- the more authors, the less important a publication for any individual author. Single-authored publications seem much more highly valued. Indeed, at Kansas we are expected to provide the College promotion and tenure committee with a percent weighting of our individual contributions to each mult-authored publication, and the College looks askance at multiple authorship in general. All of this, of course, can work against the promotion and socialization of one's junior colleagues, and we should resist this pressure. Moreover and again, we should provide

our own proactive educational efforts towards the better socialization of our nonbehavioral and nonapplied colleagues.

My third and final point is simply put and requires little elaboration. One of my colleagues in authorship on this paper -- Susan Schneider -- has recently reviewed the origin of the term "radical behaviorism:" It was first coined in 1921 by Mary Calkins, a woman (see Schneider & Morris, 1987). Enough said.

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Figure 1

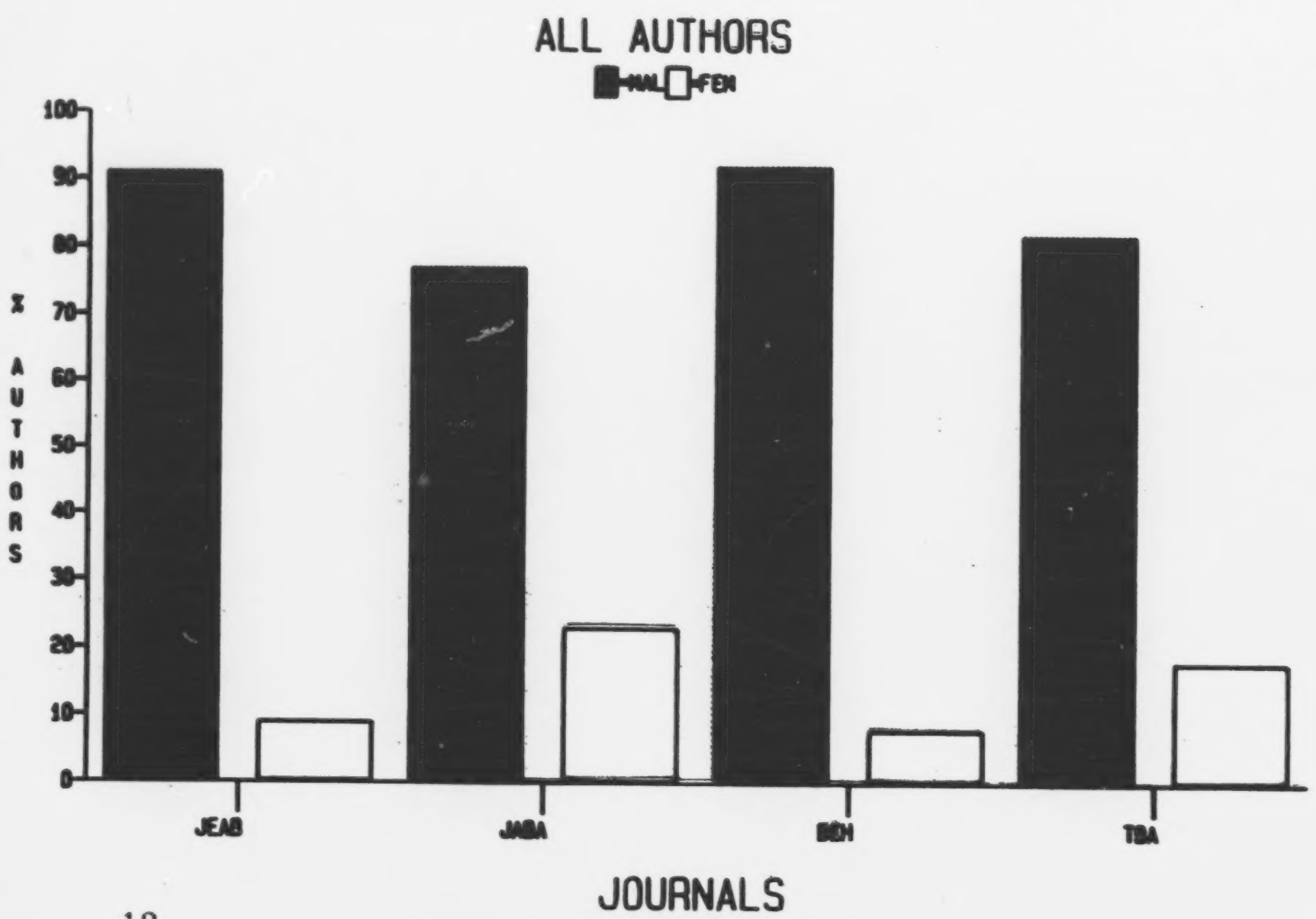
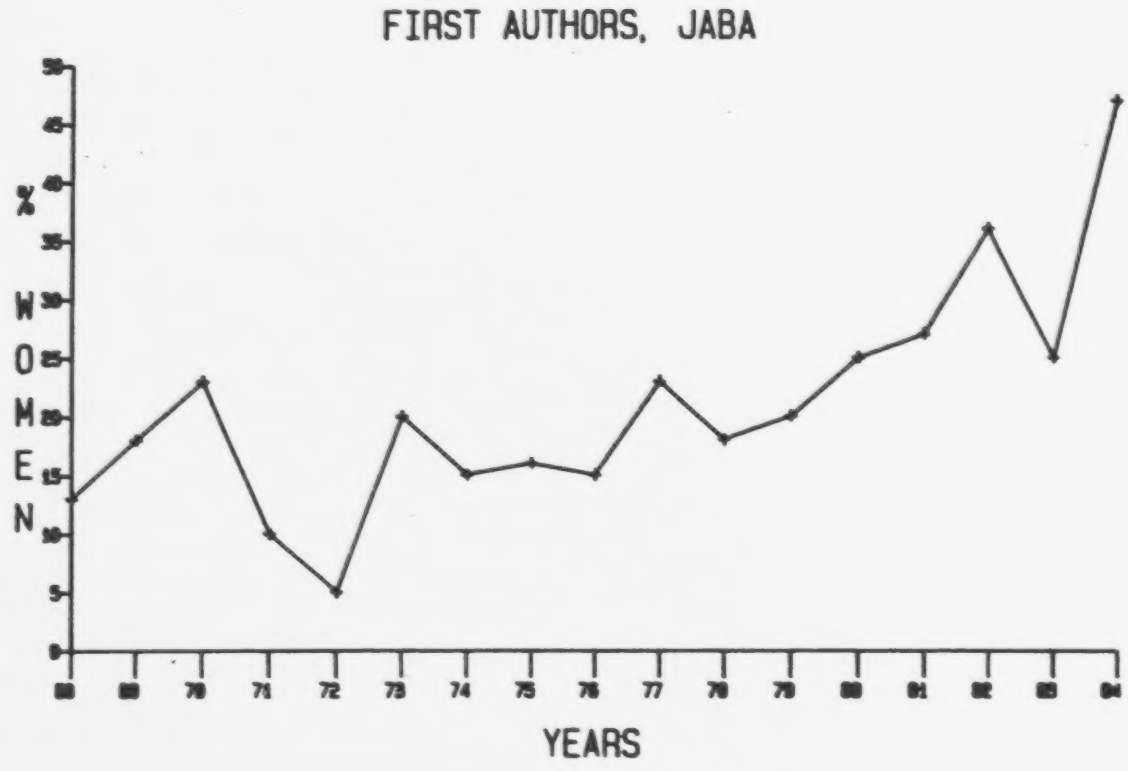
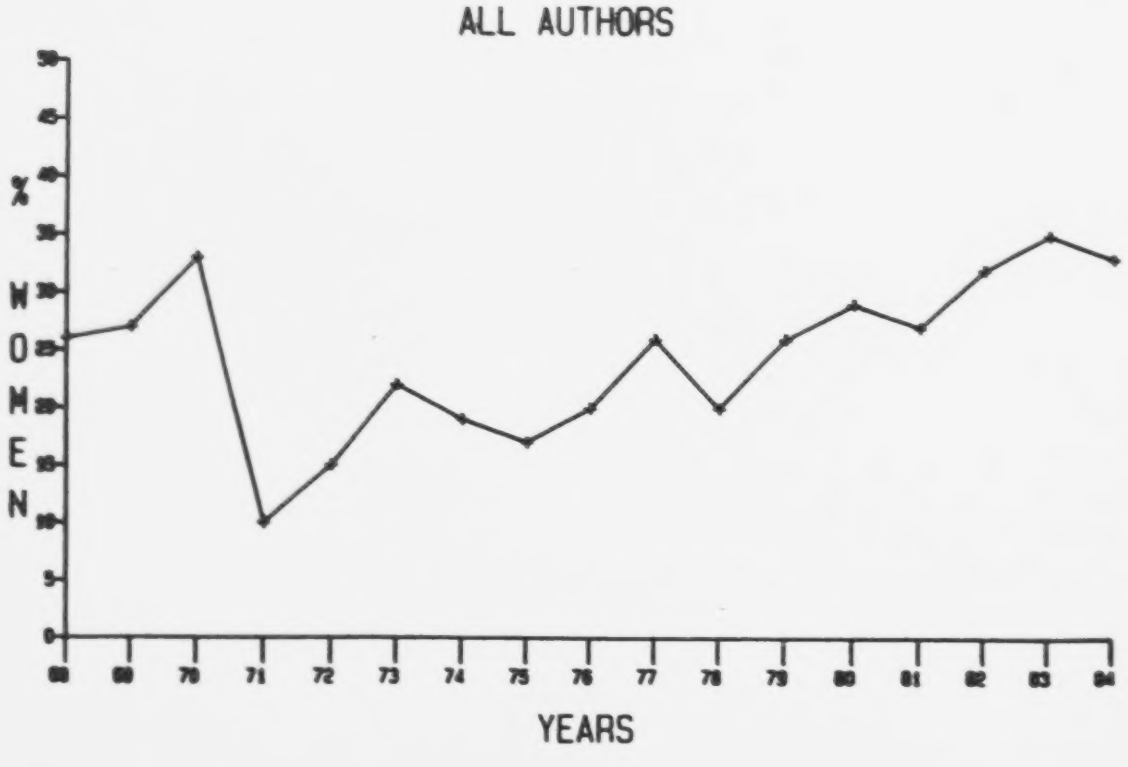
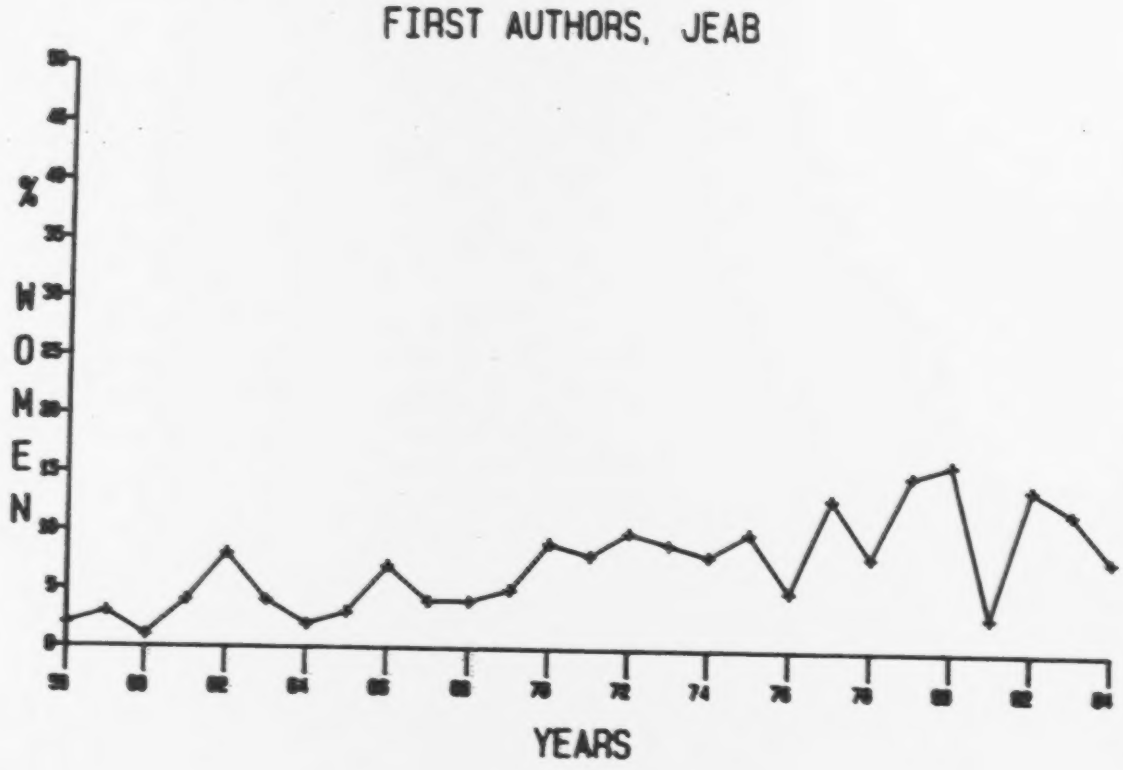


Figure 1

Figure 2






FIRST AUTHORS, JEAB
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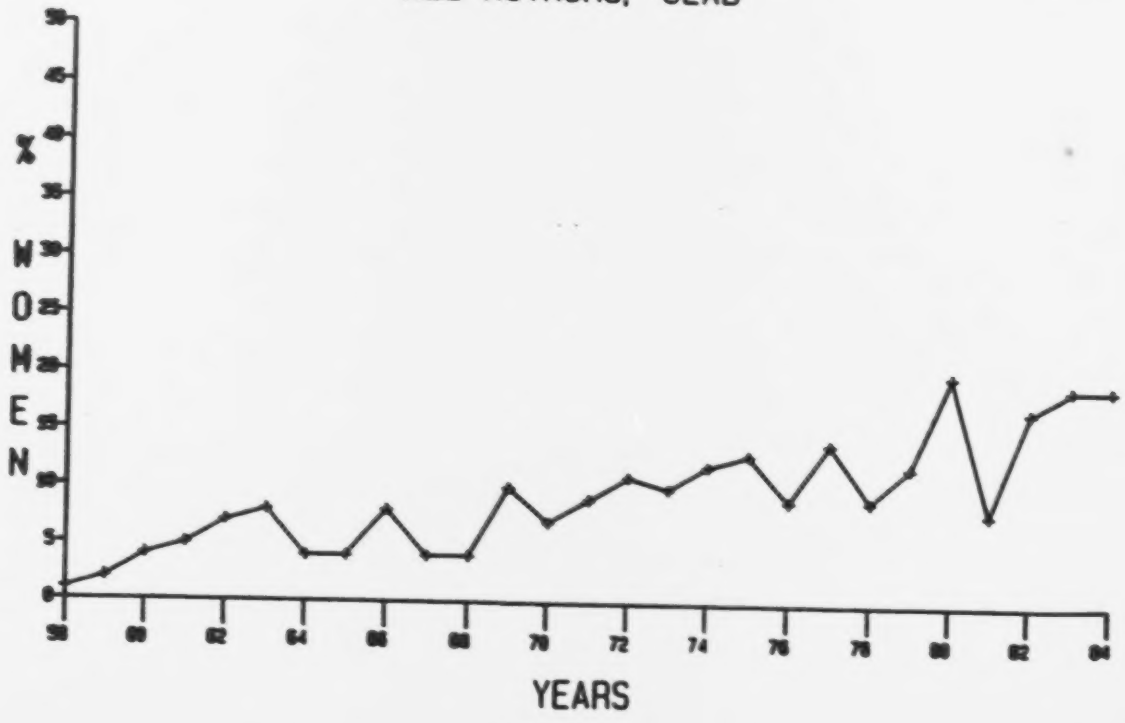
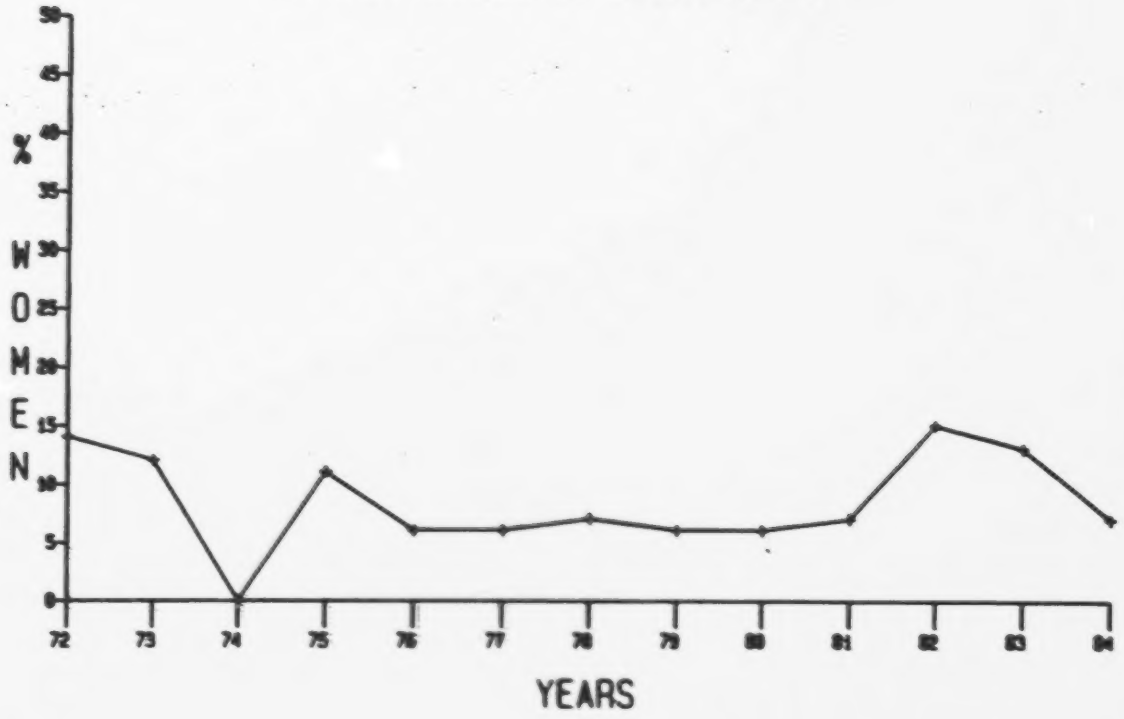
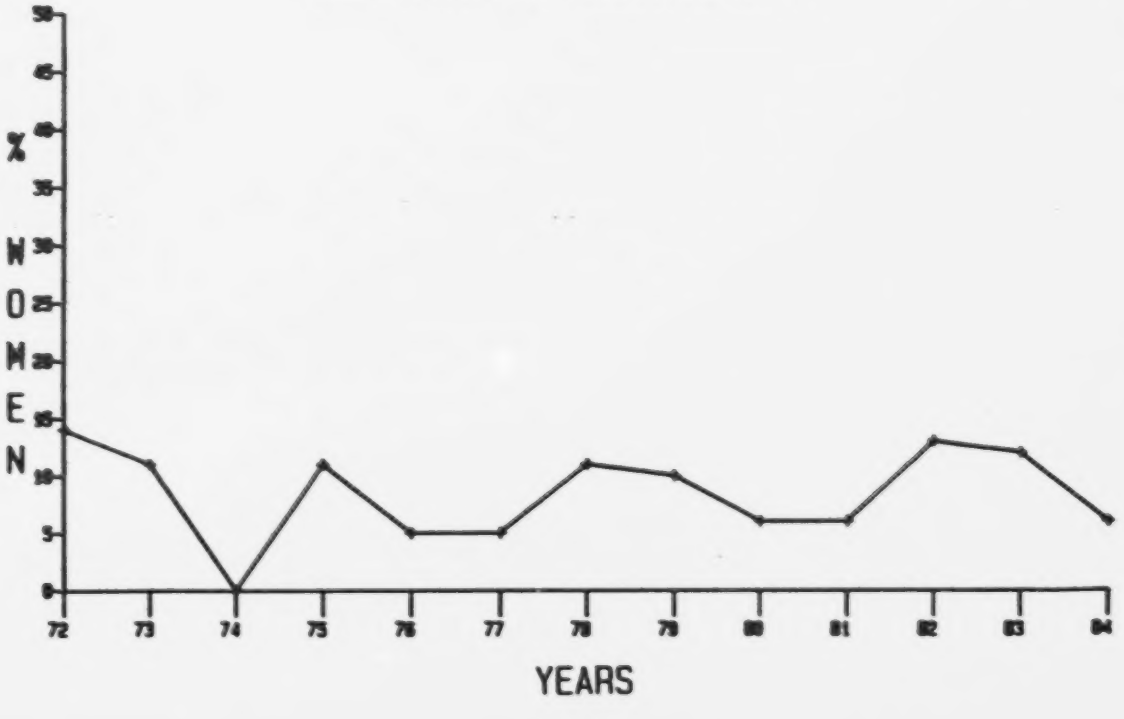

ALL AUTHORS, JEAB
% WOMEN
YEARS

Figure 4

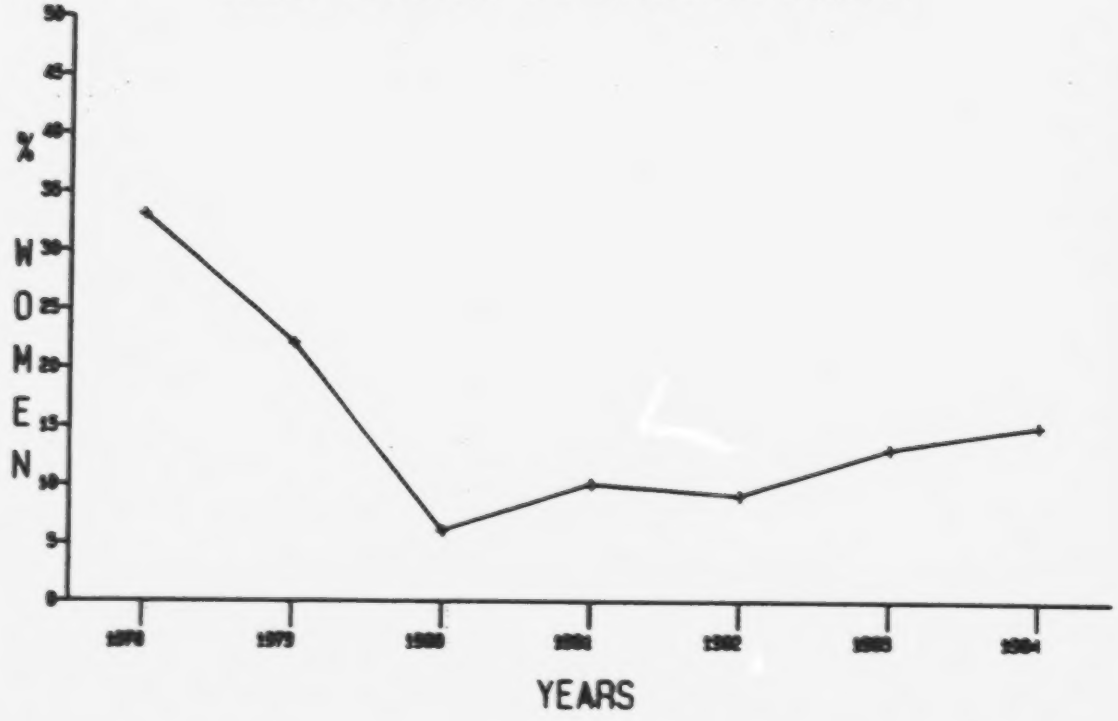
FIRST AUTHORS, BEHAVIORISM



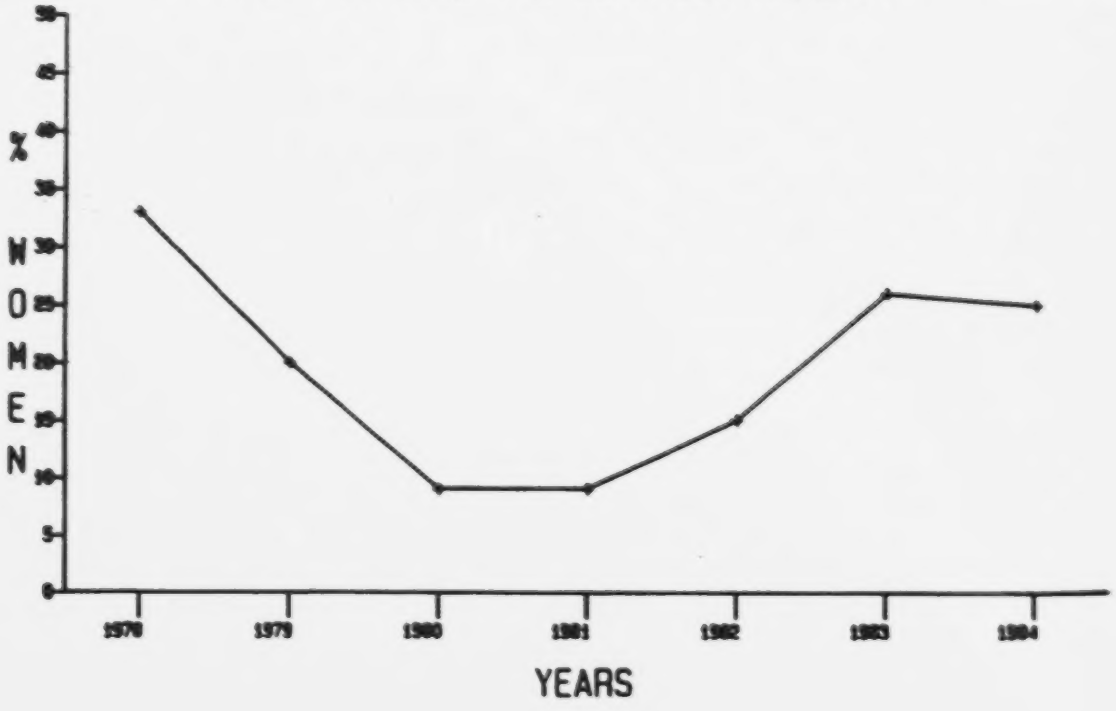
ALL AUTHORS, BEHAVIORISM

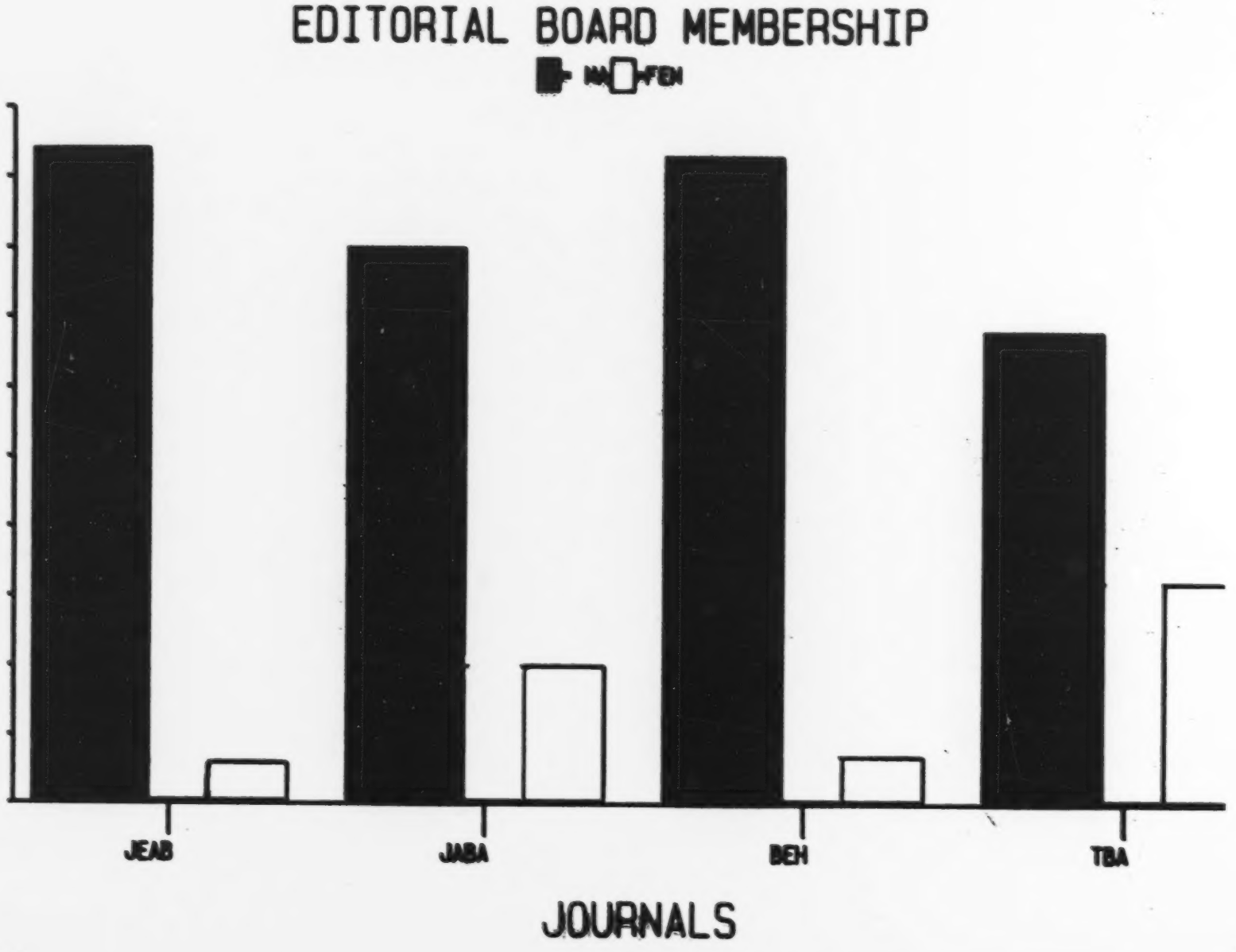


FIRST AUTHORS, THE BEHAVIOR ANALYST



ALL AUTHORS, THE BEHAVIOR ANALYST





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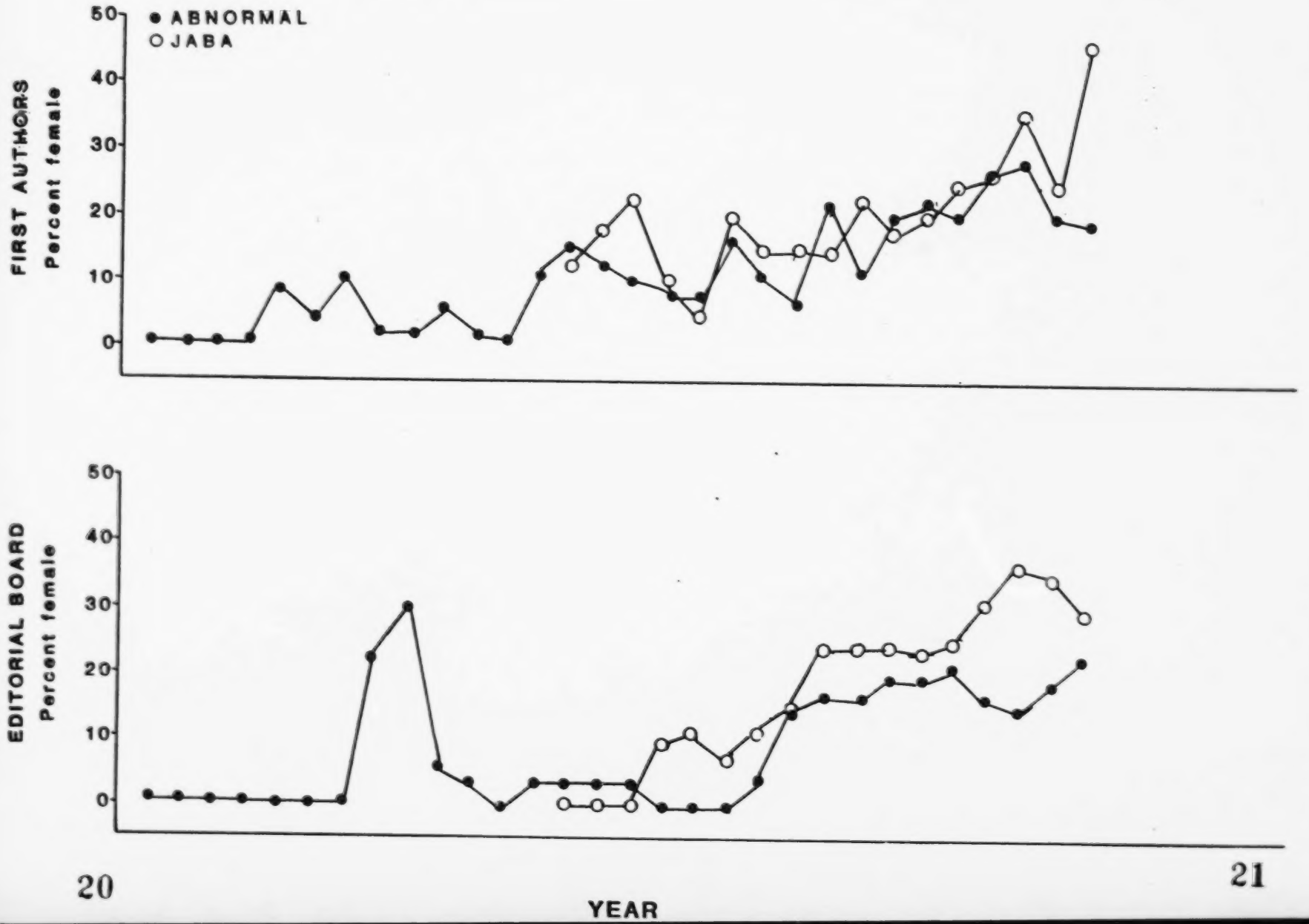
● ABNORMAL
○ JABA
FIRST AUTHORS
Percent female
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20
10
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EDITORIAL BOARD
Percent female
50
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30
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10
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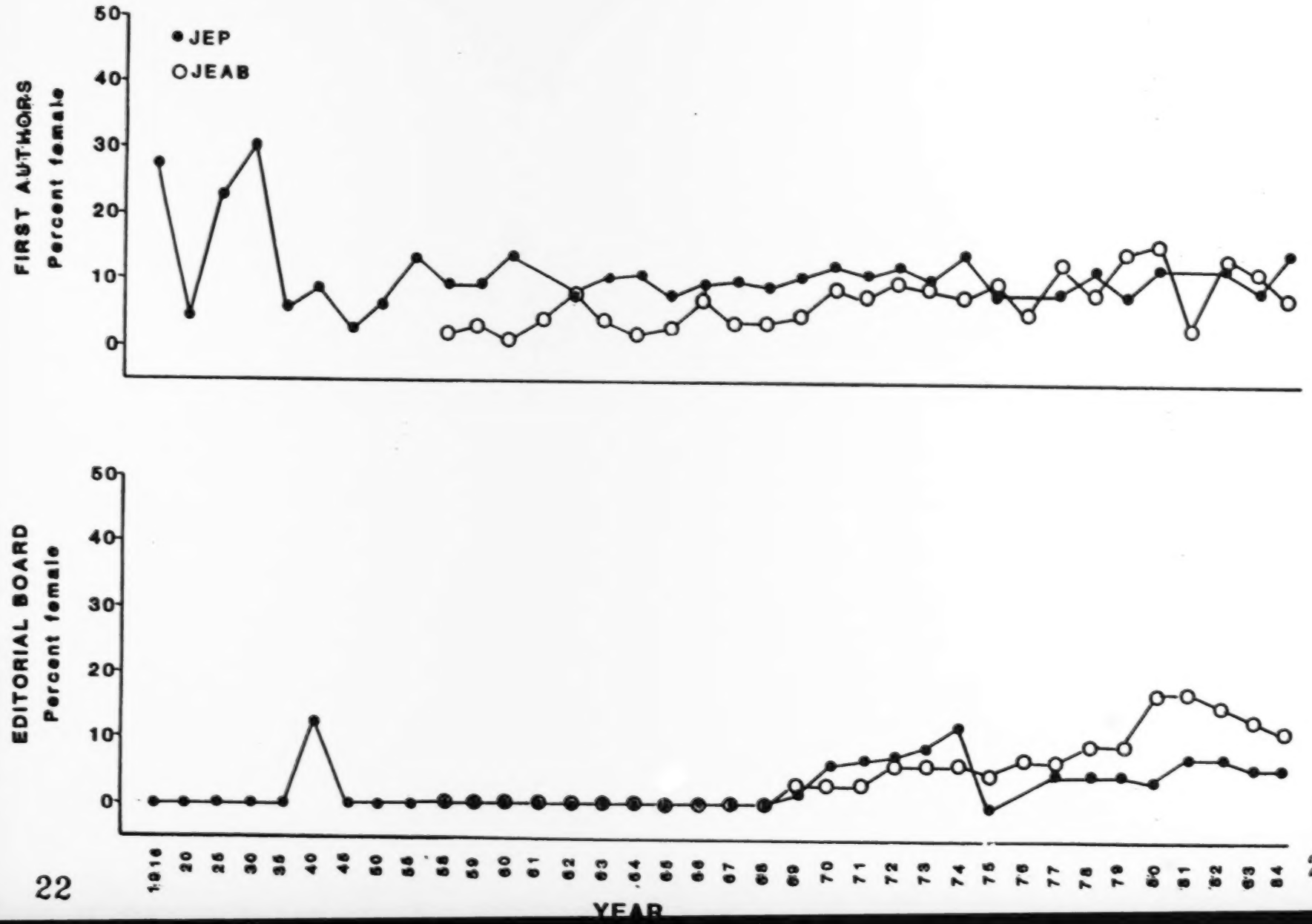
20
21
YEAR

Figure 7


FIRST AUTHORS
Percent female
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JEAB
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40
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10
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EDITORIAL BOARD
Percent female
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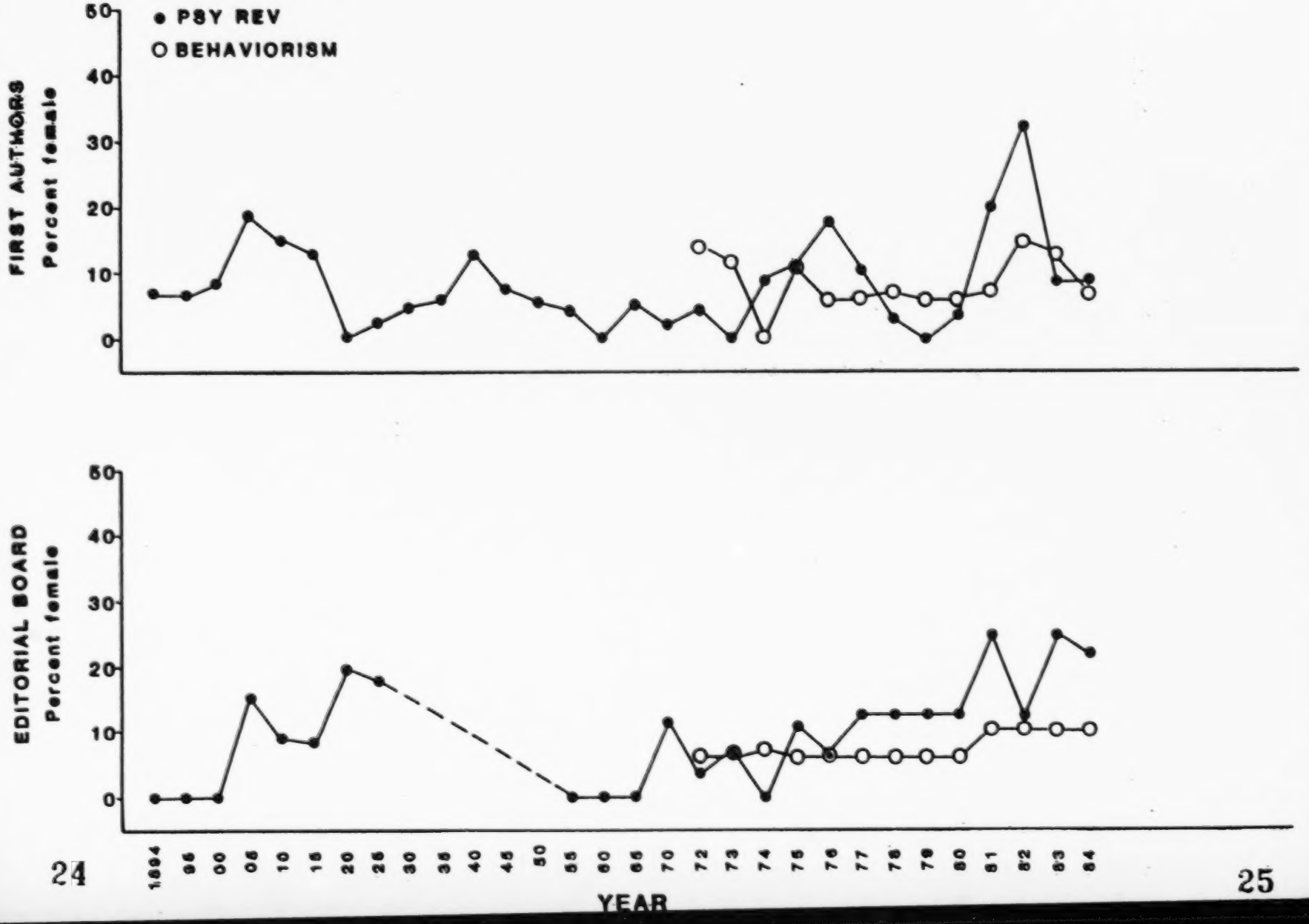
Figure 9


● PSY REV
○ BEHAVIORISM
FIRST AUTHORS
Percent female
EDITORIAL BOARD
Percent female
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84
YEAR

Figure 10

FIRST AUTHORS
Percent female
AM PSY
OTBA
50
40
30
20
10
0
EDITORIAL BOARD
Percent female
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84
YEAR

Figure 11